



November 18, 2014

**Indiana Government Center South
Conference Room A
Public Entrance at 302 W. Washington Street
Indianapolis, IN 46204**

MEETING MINUTES

Members Present: Lt. Governor Sue Ellspermann, Jeff Gill, Teresa Lubbers, SPI Glenda Ritz, Dan Waldrop

Members Absent: Gary Hobbs, Joe Loughrey, Governor Mike Pence, Neil Pickett, Victor Smith, John Wernert, Tom Snyder

Advisory Members Present: Rep. Steve Braun, Kevin Brinegar, Sen. Doug Eckerty

Advisory Members Absent: JR Gaylor, Rep. Christina Hale, Pat Kiely, Sen. Frank Mrvan

Staff Present: Jackie Dowd

I. Call to Order and Welcome

Lt. Governor Ellspermann welcomed members and visitors and called the meeting to order at 10:09am.

II. Roll Call and Noting of Quorum

Teresa Lubbers conducted roll call, and found that quorum of members was not present. Lt. Gov. Ellspermann explained that this meeting would be informational.

III. Approval of Minutes from October 28, 2014 Meeting

Minutes could not be approved without quorum; this action postponed until the next meeting.

IV. Continuing Business

a. Career Council Taskforces and Subcommittee Updates

Lt. Governor Ellspermann and Superintendent Ritz provided an update on the work of the Pathways Taskforce. The taskforce has focused its work on identifying successful work-and-learn models. The next step it will undertake is developing “how to” guides for employers on offering work-and-learn opportunities for Indiana students. Early next year, the taskforce will release information to jumpstart this concept around the state.

V. New Business

a. Overview of Occupational Demand and Supply Analysis

Lt. Governor Ellspermann welcomed John Hoops from FutureWorks, an entity that was procured to gather and organize demand and supply data on major occupational groups within the Indiana economy. Mr. Hoops provided the Council with a presentation on the initial findings of this project. He reported that this is the largest project of its kind in the country, and Indiana is out in front of other states, like Ohio, where the ideas are being discussed, but no action has yet been taken. Key takeaways from Mr. Hoops’ presentation and subsequent discussion of Career Council members included:

- There is a clear need for increase in flow of technically trained people from the education system to high demand jobs. Talent supply shows imbalance to demand, show in data. Output concentrations highest in business, healthcare and liberal arts. Strongest need is technical training.
- This study used 2013 data. Full report projects out to 2025. It predicts 51,500 new jobs by 2025; a shortfall of 24,500 degrees.
- The numbers in the report are estimates. Analysis used Bureau of Labor Statistics projected numbers with real-time job postings. Neither measure is useful alone, but together, the data tool improves the quality of the predictions.
- 90% of Indiana's labor force is reflected in the data. The areas underreported are low-skill occupations, casual labor positions, family businesses, and construction. Construction is the only high-wage, high demand sector underrepresented here. Construction industry does not advertise jobs the same way.
- Data is organized through key sectors: healthcare, manufacturing, transportation, IT, finance, insurance, life sciences and engineering, construction and energy, retail, accommodation and food services, etc.
- There are 1000 different occupational titles, in the data presented, that number was reduced to 96 occupational groupings.
- It is possible to find out what skills are needed in each of the occupational groups—thus identifying the skills needed to be competitive for the available jobs, rather than only use the “post-secondary education” label—more specificity means more reliability.
- Work-based learning strategies should be focused on certifications and post-secondary education options which can be obtained through employers. Secondary students should know options.
- Notable, that post-secondary education institutions with top 15 degree fields in the state, which includes Purdue—we see that 50% of the graduates in engineering leave the state the day after graduation.
- For 2 year institution data, 16,000 credentials were awarded in 3 areas: business, health and information sciences—a good indicator that the public believes there are jobs in IT. State must do a better job of stressing that some 2-year degrees are not valuable if student does not intend to transfer to a 4-year institution. Early college model and dual-credit high school courses has diminished some of the demand of 2-year programs.
- Alignment and demand chart anomaly is agriculture and bio workers—these jobs are not going to be reported—ie. family farms do not advertise open positions.
- This research should be used to decide where to spend limited resources—based upon established needs, investment in areas of need which will pay off more to Hoosiers.
- How do we distill this information for career counselors, CTE directors, parents and clearly to students?

VI. Adjournment

Following the report by Mr. Hoops and discussion among Career Council members, Lt. Governor Ellspermann adjourned the meeting at 11:25am.